



**DEPARTMENT OF THE ARMY**  
**WALLA WALLA DISTRICT, CORPS OF ENGINEERS**  
**201 NORTH THIRD AVENUE**  
**WALLA WALLA WA 99362-1876**

REPLY TO  
ATTENTION OF:

CENWW-EE (690-700f)

22 November 2002

**COMMANDER'S POLICY LETTER NO. 2**

**SUBJECT: Equal Employment Opportunity and Affirmative Employment Policy**

1. It is the policy of the U.S. Army Corps of Engineers to provide equal opportunity in employment for all employees and applicants without regard to race, sex, religion, color, national origin, age, or disability. As Commander of the Walla Walla District, I am committed to assuring that all employees are treated fairly and with respect and that all human resource management decisions (e.g., hiring, work assignments, promotions, awards, transfers, reassignments, training, and benefits) are based on qualifications and merit. The intent of this policy is to prohibit discrimination and to promote full realization of fair employment opportunities through a continuing affirmative employment program.

2. All employees of the Walla Walla District count on, deserve, and share in maintaining a work environment that assures fair and equitable treatment for everyone and preserves their dignity. I will uphold the laws that prohibit discrimination, reprisal, and sexual harassment. Supervisors and managers will address allegations of discrimination promptly and effectively.

3. I firmly support the U.S. Army Corps of Engineers' goal of striving to achieve and maintain a diverse and representative workforce that includes people of different backgrounds, experiences, and perspectives. We must ensure that the Walla Walla District provides a work environment that promotes teamwork and full utilization of all employees. The success of our Equal Employment Opportunity Program is dependent upon the support and cooperation of all employees, managers, and supervisors. Since equal employment opportunity is a critical performance element, each manager and supervisor will be held accountable for his/her performance in this area.

4. I am committed to ensuring that the Walla Walla District projects the army values and maintains the highest possible level of professionalism and integrity. We all must

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do our part in promoting a positive work environment conducive to the accomplishment of our mission.

5. Supervisors and managers will post this policy on office bulletin boards.

EDWARD J. KERTIS, JR.  
LTC, EN  
Commanding

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